THE CITY OF SACRAMENTO IS SEEKING A NEW CHIEF INFORMATION OFFICER

UNIQUE OPPORTUNITY

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THE SACRAMENTO AREA

Sacramento – California's capital city, historic center of the Gold Rush and the center of state government. This vibrant metropolis that is one of the fastest growing cities in the nation is known by a number of different nicknames: "Camellia Capital" for the flower found so abundantly in Sacramento neighborhoods; "City of Trees" due to the countless miles of tree-lined streets and wooded parks in the region; and "River City" by virtue of two major rivers (Sacramento and American) that converge near historic Old Sacramento. Clearly, Sacramento is much more than just the "Capital City".

Conveniently located halfway between the Pacific Ocean (San Francisco) to the west, and the Sierra Nevada Mountains (Lake Tahoe) to the east, the area remains one of the fastest growing regions in the country. Sacramento County has a population of 1.3 million, and according to the U.S. Census Bureau is the 10th fastest growing county in the United States. With a population of approximately 470,000, Sacramento is the 7th largest city in California.

Many factors contribute to the economic success of the region. A principal reason Sacramento has retained its attractiveness is that it offers some of the lowest housing prices of major cities in the state. Many new residents have relocated from the San Francisco Bay Area and Southern California to take advantage of Sacramento's employment opportunities, moderate housing prices, reasonable cost of living, and competitive salaries. Sacramento is proud of its cultural diversity. In fact, *Time Magazine* declared Sacramento to be the most integrated city in the country.

The Sacramento region offers amenities that are attractive to those with an active lifestyle. Hiking, biking, golfing, snow-skiing, water-skiing, house-boating, wine-tasting, and other sports and recreational opportunities abound. Educational opportunities are plentiful, with the Sacramento region being home to California State University - Sacramento; University of California at Davis; Sacramento City College; McGeorge School of Law and other community and four-year college programs.

Sacramento boasts the very exciting *Sacramento Kings* NBA basketball team, the 2003, 2004, 2007 and 2008 Pacific Coast League champion *Sacramento River Cats* baseball team, the *Sacramento Capitals* of World Team Tennis, the annual world-class *Dixieland Jazz Jubilee*, and many other recreational, entertainment and cultural activities. Each December Sacramento attracts some of the world's top long distance runners to the *California International Marathon*. Historic *Old Sacramento*, the *State Railroad Museum*, *Crocker Art Museum*, *Governor's Mansion, Sacramento Zoo*, *Sutter's Fort*, *American River Parkway*, *Music Circus*, *Sacramento Convention Center*, *California State History Museum* and *State Capitol Building* are other attractions located in the immediate area. Top-name entertainers perform at *Arco Arena* and *Memorial Auditorium*. Each summer Sacramento hosts the *California State Fair* which attracts more than one million visitors annually and Sacramento is a frequent host for the *NCAA Track and Field Finals* and the *US Olympic Track and Field Team Trials*.

DEPARTMENT OF INFORMATION TECHNOLOGY MISSION:

To enable the City to provide the highest levels of service to its customers through innovative information technology solutions.

DEPARTMENT OF INFORMATION TECHNOLOGY

The Department of Information Technology is responsible for providing the city with proactive leadership in developing citywide standards and policies; maintaining the city's common network infrastructure and enterprise applications; and in ensuring the security of the city's data and processes. The Department works collaboratively with city leadership, departments, vendors and other

stakeholders to make certain the city is supported by appropriate levels of information technology services, and coordinates with departments on a variety of plans for meeting their technology and training needs. Department operations include local/wide area networks, telephone services, radio operations, fire alarm systems, security systems, and video/data transmission systems.

The new Chief Information Officer will lead a staff of 54, including six direct reports: IT Manager – Special Projects; IT Manager – Technical Support Services; IT Manager – eCAPS/CIS; IT Manager – GIS/CCM/DBA/CRM; Program Manager – Technology Administration, and Principal Systems Engineer. Partnerships also exist with other city departments that work closely with IT (Convention, Culture and Leisure; Transportation; Code Enforcement; City Manager's Office; City Treasurer's Office). Reporting to one of the city's Assistant City Managers, the CIO oversees an operating budget of approximately $9.3 million. The CIO serves as a member of the city's Executive Team.

CHALLENGES AND PRIORITIES

City leaders have identified the following opportunities, challenges and priorities that will require the expertise, energy and commitment of the new Chief Information Officer:

Strategic Initiatives – The city maintains a "hybrid" organizational model, which consists of centralized and decentralized information technology staffs that maintain and deliver the city's information technology services. The new CIO must possess the ability to strategically balance the citywide infrastructure and technology needs with the individual priorities and concerns of the city departments. In addition, keeping abreast of changing technology and proactively apprising city management and staff of beneficial and prudent technological advancements will be critical.

Website Presence – The city's vision of excellence and mission to serve customers is supported by ongoing efforts to provide residents and customers with a flexible website that allows for easy and convenient access to city services.

Finance/Human Resources System – The city has undergone a recent conversion to a new Finance/Human Resources system, and efforts to find the most efficient use of this system continue. The new CIO will ideally be experienced/knowledgeable with PeopleSoft Enterprise applications.

Content Management System – The continuing implementation and maintenance of a new citywide CMS is a key focus for the IT Department.

THE IDEAL CANDIDATE

The ideal candidate is an astute professional with previous public sector experience as a CIO or IT Director. This proven leader will be a highly effective communicator who is able to build solid working relationships with management, peers and staff. Candidates should be visionaries with superior long-term planning and project implementation experience and a commitment to high quality, effective customer service. In addition to being talented leaders, key managerial attributes for the next CIO include the capacity to recognize good work, value professional development, set high expectations and standards, and consistently hold people accountable. The ideal candidate will have an appreciation for the complexities of local government operations, and will strategically assess the competing priorities of the city's IT projects, determine what is reasonable to implement, and clearly articulate the merits of keeping abreast of new technology improvements and efficiencies to city leaders.

Experience and Education

Substantial relevant experience, including significant supervisory or management experience in an information technology setting, is expected. In addition, a Bachelor's degree in information management, computer science, public or business administration or related field is required.

Personal Attributes

In addition to the foregoing requirements, city leaders have identified the following additional abilities and skills that the ideal candidate will possess:

- A highly competent professional who has a broad base of technical knowledge and managerial experience to be the city's technology leader
- Demonstrated ability to implement new systems and technologies
- Outstanding leadership and management skills; able to set performance standards and expectations and hold staff accountable

- Strong interpersonal skills and ability to win the trust and confidence of city leaders, peers, and staff
- Visionary and innovative strategic thinker with a big picture perspective, yet detail-oriented
- Possesses the communicative ability to translate the technical to lay terms to assist city leaders in making informed decisions
- Ability to execute and meet deadlines
- Open, approachable, diplomatic and politically astute
- Conscientious of the needs of both internal and external customers; customer service orientation
- Works collaboratively with stakeholder departments in accomplishing their goals, with due respect to the needs of the overall organization
- A team builder and mentor; committed to developing city technology staff to their fullest potential
- Flexible and unbiased, with a high level of integrity

COMPENSATION

Salary range: **$104,460 to $156,684 DOQ**

The city's excellent benefit program includes:

- Public Employees' Retirement System (PERS 2% @ 55). Management employees receive an additional seven percent of base pay to offset the cost of retirement contributions into PERS
- Voluntary 457 deferred compensation plan

- 401(a) money purchase plan (city contributes four percent if employee contributes five percent)
- Flexible spending plan (medical, transit and dependent care)
- 12 – 14 paid holidays and 12 days of sick leave
- 2 weeks of vacation increasing to 4 weeks based on years of service
- 80 hours of management leave annually
- Monthly health and welfare fringe benefit up to a maximum of $920 (can be applied toward employee's contribution for health, dental and/or short-term disability insurance)
- City contribution toward IRC Section 125 cafeteria health and welfare benefits, including medical, dental, life, and disability insurance
- Employee assistance programs

APPLICATION AND SELECTION PROCEDURE

To be considered for this challenging and rewarding career opportunity, please submit your resume, list of four work-related references and current salary by **Friday, June 11, 2010.** Resume should reflect years **and** months of positions held, as well as size of staff and budgets you have managed. Forward your materials to:

Stuart Satow
CPS Executive Search
241 Lathrop Way
Sacramento, CA 95815
Tel: (916) 263-1401; Fax: (916) 561-7205
E-mail: resumes@cps.ca.gov
Website: www.cps.ca.gov/search

Following the final filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant background will be invited to participate in a preliminary screening interview with the consultant in late June. The city will then select semi-finalists to participate in city interviews in mid-July. An appointment is expected in late July following extensive reference/ background checks to be coordinated with the candidates. For additional information about this opportunity please contact Stuart Satow.

Visit the City of Sacramento website at:
www.cityofsacramento.org